



Diversity and Inclusion Policy

Updated July 2023



Purpose

A diverse and inclusive workplace where our employees are valued and recognised for their unique contributions is anchored in our values of excellence and commitment to sustainable outcomes. We are committed to providing equal access to opportunities for all current and prospective employees and directors and creating a workplace where our people feel respected, valued for their contribution and empowered to achieve.

Scope

This policy governs the conduct of Washington H. Soul Pattinson and Company Limited and all directors, employees and contractors in our workplace.

The key pillars to this policy are to:

- **promote diversity of perspectives** – key to our long-term success has been our focus on making sensible decisions, thinking outside the box and having the courage to be different.
- **foster inclusion** – we encourage employees to work as a team and respect others. We believe that a one size fits all approach does not foster inclusion, therefore we leverage the different perspectives we have within our team to build an inclusive workplace.
- **empower our employees** – we are guided by the needs of our employees in providing them with support to achieve their potential.

1. Workforce Diversity

Diversity relates to all characteristics which make individuals different from one another. It includes, but is not limited to race, religion, ethnicity, gender, sexual orientation, disability, age and cultural background. Embracing diversity requires a commitment to equality and to treating all individuals with respect.

2. Inclusion

The Company values and respects the skills that people with diverse backgrounds, experiences and perspectives bring to the organisation. The Company is committed to rewarding performance and providing opportunities that allow all employees to reach their full potential irrespective of background or difference. When appointing or promoting people within the organisation the most suitable candidates are selected

3. Objectives, Measurement and Reporting

The Board, through the People, Culture and Remuneration Committee, has established measurable objectives for achieving gender diversity and monitors a broad range of characteristics which represent our differences from one another.

Measurement of progress in achieving objectives is reviewed and reported to the Board. The Board assesses both the objectives and the progress made toward achieving them. Soul Patts reports on its progress annually as part of its year end annual reporting.

Version	Approved	Date
1	Approved by the Board	July 2023